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## **CLIENT ALERT**

### **Dallas Paid Sick Leave Ordinance - *ENFORCEMENT ENJOINED!***

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You'll recall that the City of Dallas, following the lead of the Cities of Austin and San Antonio, passed an ordinance mandating paid sick leave for employers who have people performing work in the City of Dallas.

The details of the Ordinance are set forth in the attached Client Alert - and a lot of employers who have people working in the City of Dallas are affected, by the mandated paid time off, and (maybe even worse) by the burdensome and invasive compliance procedures associated with the ordinance.

The ordinances passed in Austin and in San Antonio have each been challenged in state court filings, and the Austin ordinance has been enjoined, pending review by the Texas Supreme Court. Based upon the orders in place in connection with the Austin ordinance, it appears likely that, when the Supreme Court rules, it will be to declare the Austin ordinance unenforceable, and that ruling would effectively render both the San Antonio and Dallas ordinances unenforceable. Nonetheless, the City of Dallas has continued to pursue enforcement of its ordinance, even faced with a strong likelihood that such enforcement would, at this time, be both costly and fruitless.

With all this background, the Texas Public Policy Foundation filed suit in the United States District Court, Eastern District of Texas, seeking an injunction to suspend enforcement of the Dallas ordinance. The application for injunction has been pending before the court *since July 30, 2019* - and the court finally issued an Injunction late yesterday, March 30, 2020.

The court ruled:

*It is further ORDERED that the Plaintiffs' Motion for Preliminary Injunction (Dkt. #3, #21) is hereby GRANTED. The City of Dallas's Paid Sick Leave Ordinance, Dallas, Texas, Ordinance No. 31181; Municipal Code § 20-1-20-12, is ENJOINED and unenforceable. No officer, agent, servant, employee, attorney, or other person in active concert with the City of*

*Dallas may enforce the Paid Sick Leave Ordinance against any business or entity pending the resolution of this case.*

A copy of the Injunction Order is linked below.

Bottom line:

The Dallas Paid Sick Leave ordinance is NOT IN EFFECT, unless and until the US District Court reaches a decision authorizing its enforcement - and this doesn't look like it will happen anytime soon.

We will keep you informed of any developments on this matter!

**See attached Documents.**

**For a Copy of the Injunction, [CLICK HERE](#)**

**[Client Alert: Dallas Paid Sick Leave Ordinance and Your Business](#)**

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